A STUDY ON "EMPLOYEE WELL-BEING AND WORK- LIFE BALANCE" – AT MAHINDRA AUTO MOBILE INDUSTRY

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ABSTRACT

This study examines the crucial connection between work-life balance and employee wellbeing, looking into the effects of different and individual tactics, work environment elements, and organizational support systems on worker productivity, satisfaction, and overall organizational success. This research attempts to find best practices for promoting a healthy work-life balance that benefits both employees and companies by looking at the intersections of work demands, personal life responsibilities, and well-being outcomes. In order to improve well-being and work-life balance, which in turn leads to higher job satisfaction, lower turnover, and increased productivity, the findings emphasize the significance of customized organizational policies, managerial support, and employee autonomy. The study's conclusions offer organizations practical suggestions for putting employee well-being and work-life balance first, which will promote success for both individuals and the company.

Key words: Work-life Balance, mental well-being, personal and professional life.

INTRODUCTION

Work-life balance and employee well-being must become top priorities for companies looking to develop a motivated, productive, and long-lasting staff in today's fast-paced and competitive workplace. Employee stress has increased as a result of the growing demands of contemporary workplaces, quick technical breakthroughs, and shifting societal norms. This has made it extremely difficult to strike a healthy balance between work and personal commitments.

The term "employee well-being" describes the whole health of workers, including their mental, emotional, social, and physical states. It encompasses more than just the lack of illness; it also includes positive elements like engagement, job satisfaction, a sense of purpose, and encouraging work surroundings. When businesses put employees' well-being first, Employee stress has increased as a result of the growing demands of contemporary workplaces, quick technical breakthroughs, and shifting societal norms. This has made it extremely difficult to strike a healthy balance between work and personal commitments, which has a direct effect on performance, job satisfaction, and mental health.

Conversely, work-life balance refers to the balance between the amount of time and energy spent on personal and professional pursuits. By striking this balance, workers may carry out their personal and professional obligations without experiencing undue stress or conflict. While a healthy work-life balance results in happier, healthier employees who are more likely to remain with their companies, a poor work-life balance can cause burnout, low morale, and high turnover rates. The complex link between work-life balance and employee well-being is examined in this study, along with the variables that affect it and the best practices that businesses have used to help their employees. By comprehending these components, the research hopes to offer insightful analysis and suggestions that might assist businesses in creating more balanced, productive, and healthy work environments.

Need for the Study

In today's dynamic work environment, the pressure to perform, technological advancements, and blurred boundaries between personal and professional life have significantly impacted employee well-being. Organizations have realized that productivity is closely linked to how balanced and mentally

healthy their workforce is. This study is essential to understand the factors influencing employee well-being and work-life balance and how employers can create supportive environments to enhance employee satisfaction, retention, and performance.

- Gaps in Existing Literature
- Practical Problems
- Methodological Limitations
- Changing Work Environments
- Contribution to Professional Development

OBJECTIVES:

- To assess the current level of work-life balance experienced by employees.
- To evaluate the impact of work-life balance on employee well-being and job satisfaction.
- To identify the factors that contribute to or hinder a healthy work-life balance. ☐ To examine the role of organizational support in promoting work-life balance.
- To provide recommendations for improving employee well-being through better worklife practices.

SCOPE OF THE STUDY

This study explores the relationship between work-life balance and employee well-being, investigating its impact on productivity, job satisfaction, and organizational success. It identifies best practices, challenges, and areas for improvement across industries, providing insights into effective strategies and programs that promote employee well-being and worklife balance for enhanced performance.

REVIEW OF LITERATURE

Greenhaus and Allen (2019), According to Greenhaus and Allen (2019), work-life balance is not merely a time-management issue but involves the interaction between life domains and how they affect employees' psychological wellbeing.

Allen . (2021) found that flexible working arrangements can enhance work-life balance, reduce stress, and improve job satisfaction under certain conditions. Conversely, they also noted that the blurring of boundaries between work and home life could lead to increased burnout if not managed properly.

Paltan . (2022) Mental health has emerged as a critical component of employee wellbeing. the importance of organizational support systems, such as Employee Assistance Programs (EAPs), that address mental health concerns.

Kelliher and Anderson (2023) The role of organizational culture in supporting employee well-being and work-life balance is acknowledged widely. , inclusive and supportive workplace cultures enable employees to manage their work and personal lives more effectively. Organizations that implement family-friendly policies tend to report higher levels of employee engagement and retention.

Hitt and Ferris (2024) Technology plays a dual role in employee well-being and work-life balance. While it can facilitate remote work, it can also contribute to work-life conflicts. highlighted that excessive technology use can lead to chronic work engagement, negatively impacting personal life.

Smith and Thompson (2023) Recent literature also examines the gendered dimensions of work-life balance. Businesses that prioritize leadership diversity and gender equity initiatives tend to enhance overall employee well-being.

DATA ANALYSIS

1.How often do you feel stressed at work?

1.How often do you feel stressed at work?
145 responses

- a)Always
- b)Often
- c) Sometimes
- d) Rarely
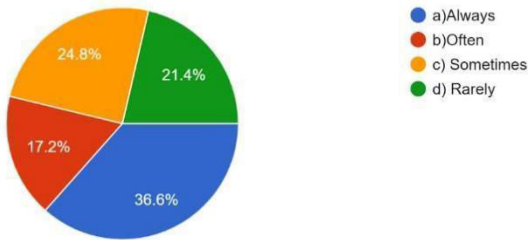
INTERPRETATION: In above pie chart, 24.8% employees are feeling stress sometimes in a company, 36.6% employees are always feeling stressed, 17.2% are often feeling stressed and 21.4% are rarely feeling stressed.

2 .How satisfied are you with your work-life balance?

2.How satisfied are you with your work-life balance?
145 responses

- a) Very satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
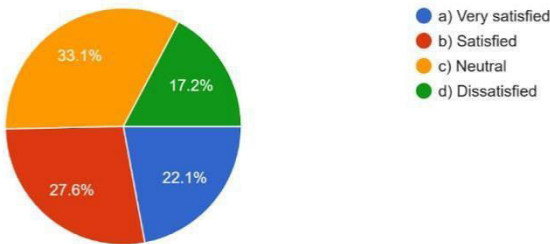
INTERPRETATION: In above pie chart, employees are 33.1% neutral with their work-life balance, 27.6% are satisfied, they dissatisfied around 17.2% and very satisfied on their work life balance is 22.1%.

3.How often do you take work home or check work emails outside work hours?

3.How often do you take work home or check work emails outside work hours?
145 responses

- a) Always
- b) Often
- c) Sometimes
- d) Rarely
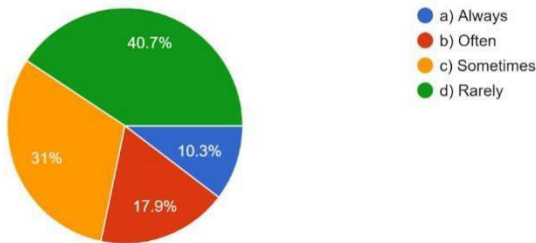
INTERPRETATION: In above pie chart, 40.7% employees are rarely take work home, 10.3% of employees always take work home, 17.9% sometime and 17.9% of employees are taking work home. 4.How would you rate your overall well-being?

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145 responses
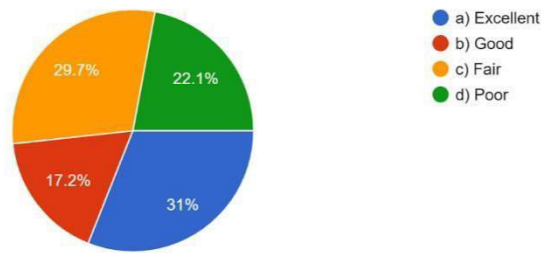
INTERPRETATION: In above pie chart, employees are managing their overall wellbeing excellent of 31%, good at wellbeing of 17.2%, fair of 29.7% and 22.1% employees are poor rate over all well-being.

5.Do you feel supported by your organization in managing your work-life balance?

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145 responses
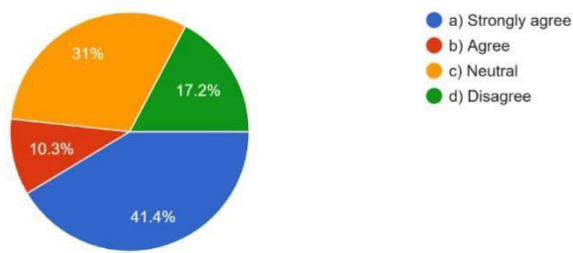
INTERPRETATION: In above pie chart, the employees are 41.4% strongly agree, disagree 17.2% on work-life balance, 31% employees are neutral, 10.3% are agree that the organization is supporting the employees.

6. How often do you take breaks during the workday?

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145 responses
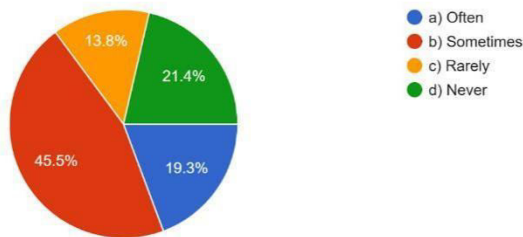
INTERPRETATION: In above pie chart, 45.5% sometimes the employees are taking the brakes during the work days 13.8% of employees are rarely take their breaks, 19.3% often and 21.4% rarely take their breaks during workdaya.

7.How satisfied are you with your workload?

7. How satisfied are you with your workload?
145 responses

- a) Very satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
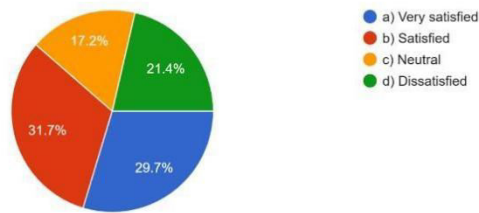
INTERPRETATION: In above pie chart, 29.7% are "Very satisfied" and 31.7% "Satisfied" 61% view their workload positively, though 38.9% are neutral/dissatisfied, signaling room for improvement.

8.   Do you feel thet your work affets your personal life?

8. Do you feel that your work affects your personal life?
145 responses

- a) Always
- b) Often
- c) Sometimes
- d) Rarely
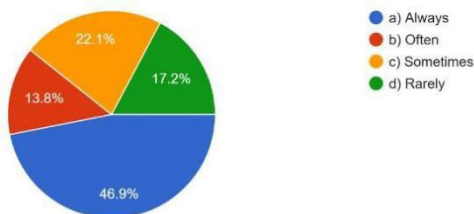
INTERPRETATION: In above pie chart, 46.9% respond "Always" and 13.8% "Often" Over 60% feel their work strongly affects their personal life, pointing to potential work–life spillover.

9.   How would you rate your work-life balance compared your colleagues?

9. How would you rate your work-life balance compared to your colleagues?
145 responses

- a) Better
- b) Same
- c) Worse
- d) Don't know
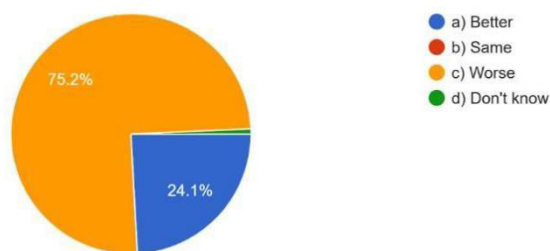
INTERPRETATION: In above pie chart, 75.2% say their balance is the "Same" Most employees feel they're on par with peers; 24.1% feel they're doing better.

10. How often do you feel exhausted after work?

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145 responses
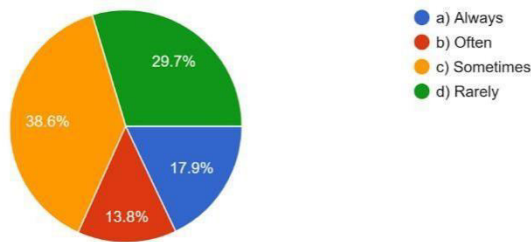
INTERPRETATION: In above pie chart, 38.6% "Often" and 17.9% "Always" feel exhausted Over half regularly feel drained, which may impact performance and well-being.

11. Do you have flexibility in your work schedule?

11. Do you have flexibility in your work schedule?
145 responses
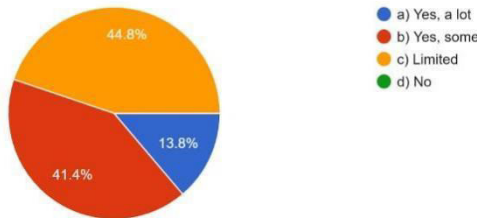
INTERPRETATION: In above pie chart, 44.8% have "Limited" flexibility, 41.4% "Some," and only 13.8% "A lot" Flexible hours are moderate at best, potentially constraining work–life balance.

12. How satisfied are you with your organization's employee wellness programs?

12. How satisfied are you with your organization's employee wellness programs?
145 responses
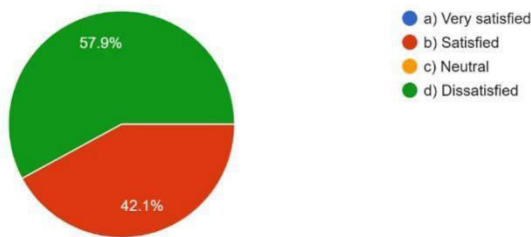
INTERPRETATION: 57.9% are "Dissatisfied" and 42.1% "Neutral" No one is satisfied a clear call for wellness-program improvement.

13. Do you feel that your work-life balance affects your job performance?

13. Do you feel that your work-life balance affects your job performance?
145 responses
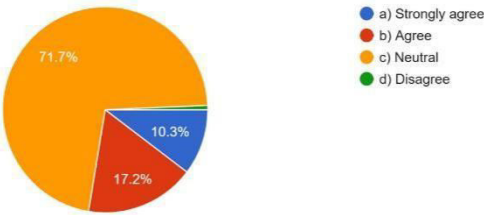
INTERPRETATION: In above pie chart, 71.7% "Strongly agree" and 17.2% "Agree" 89% recognize a strong link between balance and performance a key opportunity to leverage.

14.How often do you prioritize self-care activities (e.g., exercise, meditation)?

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145 responses
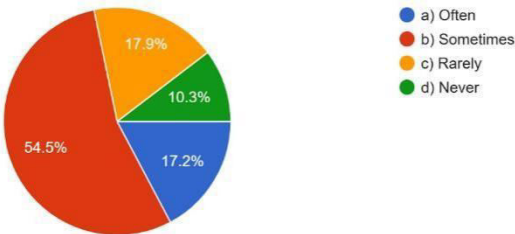
INTERPRETATION: In above pie chart, 54.5% "Sometimes," 17.2% "Often," 17.9% "Rarely," 10.3% "Never" Self-care is inconsistent; only a minority (17%) prioritize it regularly, which may harm long-term well-being.

14. Would you recommend your organization to others based on its support for work-life balance?

15. Would you recommend your organization to others based on its support for work-life balance?
145 responses
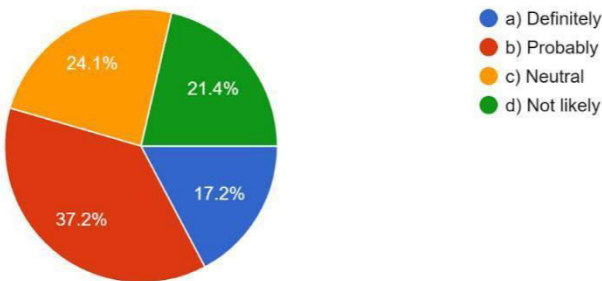
INTERPRETATION: In above pie chart, 37.2% "Probably," 21.4% "Definitely" would recommend the organization ,58% would, while 24% remain neutral and risk not endorsing the employees.

LIMITATIONS OF THE STUDY

- The findings may not be generalizable across industries or other organizations, as the data reflects only one specific company or sector.
- The study relies on employee self-reporting, which may lead to bias, inaccuracies, or over/underreporting of their actual experiences.
- While percentages provide quantitative insights, there is no qualitative data (e.g., interviews or open-ended responses) to understand the *why* behind employee feelings and behaviors.
- Some data points, like the percentage of employees taking breaks (45.5%), are repeated, suggesting either duplication or inconsistency in data handling.
- Phrases like "worst in work-life balance" or "neutral to job performance" lack clear definitions, which may affect the interpretation and validity of results.
- The study appears to capture a snapshot in time, without tracking changes or trends in employee well-being or work-life balance over a longer period.

FINDINGS

- It was found that sometimes 24.8% employees are feeling stress in a company.
- It was found that 33.1% of employees are been neutral with their work-life balance □ It was found that 40.7% rarely of employees are take work home or check their emails.
- It was found that the employees are 41.4% strongly agree that the orginazation is supporting the employees.
- It was found that 45.5% sometimes the employees are taking the brakes during the workdays .
- It was found that 45.5% sometimes the employees are taking the brakes during the workdays .
- It was found that the employees are 31.7% are wer satisfied in the organization.
- It was found that mostly 46.9% are always effect their personal life .
- It was found that 75.2% are worst in the employees work-life balance compared to the colleagues.
- It was found that sometimes 38.6% of employees are feeling exhausted after theie work.
- It was found that the limited 44.8% employees are flexibility their work shedule.
- It was found that the emoliyees are 57.9% are dissatisfied about their wellness programs.
- It was found that most of the employee 71.7% are neutral to their work-life balance their job performance.
- It was found that the most of the employees are 54.5% sometimes are priotize self-care activities.
- It was found that 37.2% the employees are recommend their organizations to others based on its support for work-life balance.

SUGGESTIONS

- Offer stress management workshops, training, or resources to help employees cope with stress.
- Develop and promote work-life balance initiatives, such as flexible work arrangements, to support employees in achieving a better balance.
- Encourage employees to disconnect from work outside work hours.
- Recognize and reward managers and supervisors who support employees in achieving work-life balance.
- Encourage employees to take regular breaks during workdays.
- Conduct regular feedback sessions to understand and address factors contributing to job satisfaction.
- Explore ways to minimize the impact of work on personal life.
- Revamp and promote employee wellness programs to better meet employee needs.
- Provide training and resources to help employees manage their work-life balance effectively.

- Regularly collect feedback and recommendations from employees on how to improve work-life balance and well-being.
- Offer flexible work schedules to support employees in managing their work and personal responsibilities.
- Promote self-care activities and provide resources to support employees in prioritizing their well-being.

CONCLUSION

This study underscores the profound interconnection between work-life balance, employee well-being, and mental health at Zion Iot. The findings reveal that prolonged working hours, inadequate personal time, and high job stress significantly compromise employee well-being, mental health, and overall productivity. To foster a thriving and resilient workforce, organizations must implement supportive policies, flexible schedules, and prioritize mental wellness and employee well-being. By cultivating a balanced work culture, organizations can reap numerous benefits, including enhanced employee satisfaction, improved productivity, and ultimately, driving organizational success.

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